

# Diversity in Sport Governance Survey 2020



# 01 —

## Headlines

# 925

Total responses received

# 0.5%

Didn't agree to process data

# 43.5%

Respondents identify as female

# 7.9%

Respondents identify as Black and Minority Ethnic (BME)

# 13%

Respondents declared a disability

# 4.5%

Respondants identified as LGBT+

# 70%

Respondants attended a state maintained school

# 02 —

## Methodology

Each funded partner was asked to determine a representative who would be responsible for ensuring that the survey was forwarded to each of their Board Members individually.

Permission was then provided by that representative for their details to be shared with Perrett Laver, who sent out the survey to them on 29th October alongside a request to forward the email and survey to Board Members for direct completion.

This contrasted the 2018 survey in which diversity data was collected through the Chair/ Secretary to the Board or other representative using assumed knowledge or previously collected data, without individual Board Members having opportunity to self-identify and complete a survey directly.

The survey was available online as a link through Survey Monkey, as well as in a word document. Telephone interviews were also offered.

All completion options were mentioned in the introductory email, alongside an invitation to contact Perrett Laver directly through a bespoke, confidential email address should they wish to discuss other alternatives or have further questions about the survey.

The aim was to ensure that any individual with accessibility requirements was able and felt comfortable to participate.

Each question also had a "prefer not to say" option, and where relevant and necessary there was an "other" option to give people opportunity to self-identify if their preferred term was not listed.

At the end of the survey, there was also an opportunity to provide additional comments allowing broader feedback to be captured.

897 people completed the online survey (though some skipped specific/multiple questions) and 28 people completed the word document. Nobody chose to do a telephone interview or requested other means.



The survey was open for 27 days, closing on Wednesday 25th November 2020.

A reminder was sent via email to the representative on the 6th November 2020, a week after the initial email, followed by a second reminder on 13th November 2020, two weeks after the initial email. A final reminder was sent on the 20th November 200, four days before the closing deadline.

# 03 — Geographical considerations

## South West (59 responses)

6.37% of total respondents, of which:  
38.60% female\*  
5.25% BME\*\*  
7.02% disabled\*\*\*

## South East (97 responses)

10.47% of total respondents, of which:  
45.26% female  
9.47% BME  
18.09% disabled

## London (126 responses)

13.62% of total respondents, of which:  
48.10% female  
13.71% BME  
9.76% disabled

## East of England (39 responses)

4.21% of total respondents, of which:  
47.37% female  
5.26% BME  
10.53% disabled

## West Midlands (104 responses)

11.24% of total respondents, of which:  
38.36% female  
2.74% BME  
9.59% disabled

## East Midlands (104 responses)

11.24% of total respondents, of which:  
38.36% female  
2.74% BME  
9.59% disabled

## North West (115 responses)

12.43% of total respondents, of which:  
39.64% female  
7.28% BME  
12.73% disabled

## North East (13 responses)

1.41% of total respondents, of which:  
38.46% female  
0% BME  
0% disabled

## Yorkshire and the Humber (51 responses)

5.51% of total respondents, of which:  
44.00% female  
13.72% BME  
5.88% disabled

## Scotland (7 responses)

0.75% of total respondents, of which:  
14.29% female  
0% BME  
28.57% disabled



\*when asked which to select which gender they best identified with, chose woman

\*\*when asked to select their ethnicity, chose an option that we have grouped as BME

\*\*\*when asked do you consider yourself to have a physical or mental disability or long-term health condition, chose yes



# 04

—  
Data



# Gender

Question Asked: Please select which gender you best identify with

## All respondents

Total respondents **818**  
Declined to answer **104**

■ Man	56.23% / 460 respondents
■ Woman	43.52% / 356 respondents
■ Non-binary	0.12% / 1 respondent
■ Prefer not to say	0.12% / 1 respondent

# Transgender identity

Question Asked: Do you identify as transgender or now have a gender identity which differs to your gender assigned at birth?

## All respondents

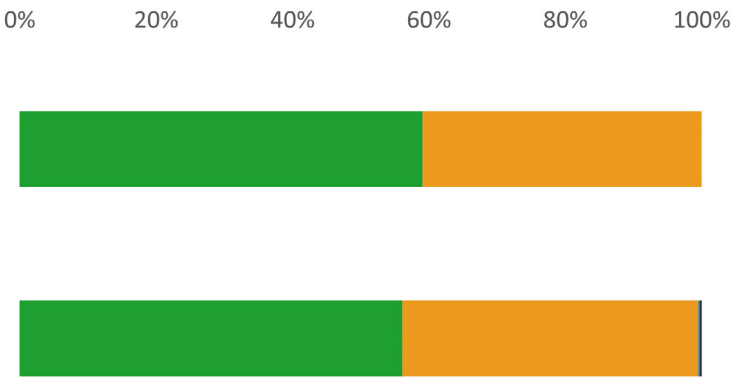
Total respondents **795**  
Declined to answer **127**

■ Yes	0.37% / 1 respondent
■ No	99.37% / 790 respondents
■ Prefer not to say	0.25% / 1 respondent





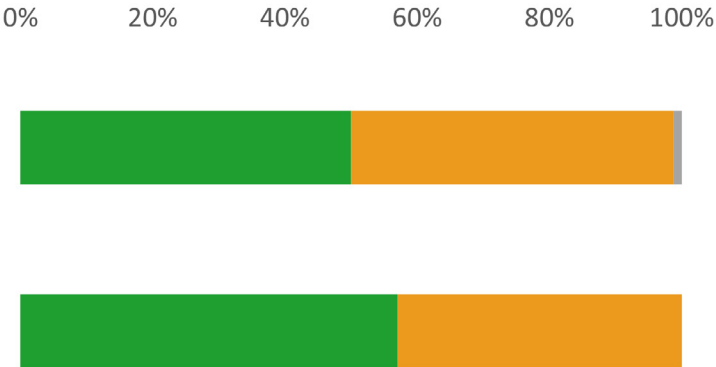
Role of respondents



**Elected**  
Man - 59.07% / 127 respondents  
Woman - 40.93% / 88 respondents  
Non-binary - 0.00% / 0 respondents  
Prefer not to say - 0.00% / 0 respondents

**Independent**  
Man - 55.98% / 234 respondents  
Woman - 43.30% / 181 respondents  
Non-binary - 0.24% / 1 respondent  
Prefer not to say - 0.24% / 1 respondent

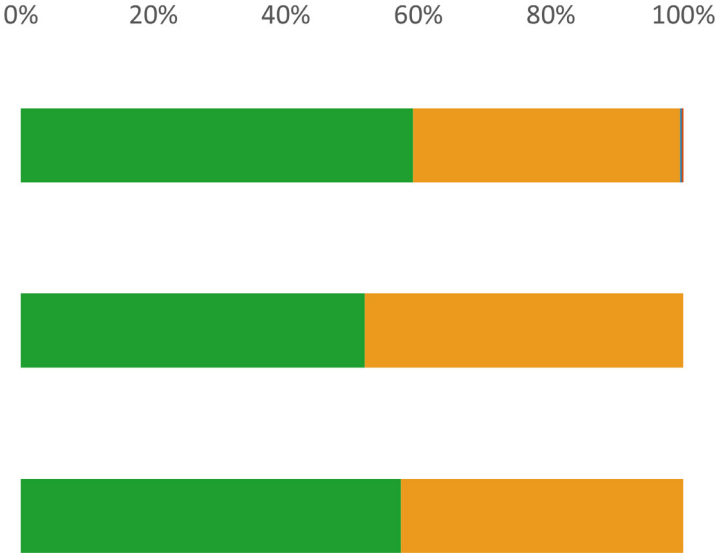
Tier of Organisation



**Tier 2**  
Man - 50.00% / 40 respondents  
Woman - 48.75% / 39 respondents  
Non-binary - 1.25% / 1 respondent  
Prefer not to say - 0.00% / 0 respondent

**Tier 3**  
Man - 57.00% / 387 respondents  
Woman - 43.00% / 292 respondents  
Non-binary - 0.00% / 0 respondents  
Prefer not to say - 0.00% / 0 respondents

Type of Organisation



**National Governing Body**  
Man - 59.21% / 254 respondents  
Woman - 40.33% / 173 respondents  
Non-binary - 0.23% / 1 respondent  
Prefer not to say - 0.23% / 1 respondents

**Active Partnership**  
Man - 51.89% / 151 respondents  
Woman - 48.11% / 140 respondents  
Non-binary - 0.00% / 0 respondents  
Prefer not to say - 0.00% / 0 respondents

**Other**  
Man - 57.38% / 35 respondents  
Woman - 42.62% / 26 respondents  
Non-binary - 0.00% / 0 respondents  
Prefer not to say - 0.00% / 0 respondents





# Ethnicity

Question Asked: Please select your ethnicity

## All respondents

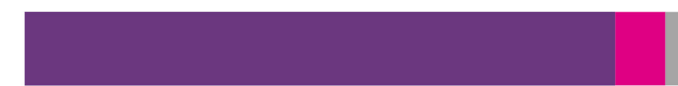
Total respondents **821**  
Declined to answer **102**

White	86.60 % / 711 respondents
BME	7.92% / 65 respondents
Other	4.87% / 40 respondents
Prefer not to say	0.61% / 5 respondents



## Role of respondents

0% 20% 40% 60% 80% 100%



### Elected

White - 87.38% / 187 respondents  
BME - 7.48% / 16 respondents  
Other - 3.74% / 8 respondents  
Prefer not to say - 1.40% / 3 respondents



### Independent

White - 86.19% / 362 respondents  
BME - 7.62% / 32 respondents  
Other - 5.71% / 24 respondents  
Prefer not to say - 0.48% / 5 respondents

## Tier of Organisation

0% 20% 40% 60% 80% 100%



### Tier 2

White - 94.94% / 75 respondents  
BME - 3.80% / 3 respondents  
Other - 1.27% / 1 respondents  
Prefer not to say - 0.00% / 0 respondents



### Tier 3

White - 85.94% / 587 respondents  
BME - 8.20% / 56 respondents  
Other - 5.27% / 36 respondents  
Prefer not to say - 0.59% / 4 respondents

## Type of Organisation

0% 20% 40% 60% 80% 100%



### National Governing Body

White - 87.01% / 375 respondents  
BME - 6.50% / 28 respondents  
Other - 5.34% / 23 respondents  
Prefer not to say - 1.16% / 5 respondents



### Active Partnership

White - 86.64% / 253 respondents  
BME - 9.25% / 27 respondents  
Other - 4.11% / 12 respondents  
Prefer not to say - % / respondents



### Other

White - 81.97% / 50 respondents  
BME - 11.48% / 7 respondents  
Other - 6.56% / 4 respondents  
Prefer not to say - 0.00% / 0 respondents

# Disability

Question Asked: Do you consider yourself to have a physical or mental disability or long-term health condition?

## All respondents

Total respondents 820  
Declined to answer 102

■ Yes	13.05% / 107 respondents
■ No	86.34% / 708 respondents
■ Prefer not to say	0.61% / 5 respondents



## Role of respondents

0% 20% 40% 60% 80% 100%



### Elected

Yes - 17.67% / 38 respondents  
No - 81.86% / 176 respondents  
Prefer not to say - 0.47% / 1 respondents



### Independent

Yes - 9.81% / 41 respondents  
No - 89.47% / 374 respondents  
Prefer not to say - 0.72% / 3 respondents

## Tier of Organisation

0% 20% 40% 60% 80% 100%



### Tier 2

Yes - 26.25% / 21 respondents  
No - 72.50% / 58 respondents  
Prefer not to say - 1.25% / 1 respondents



### Tier 3

Yes - 11.16% / 76 respondents  
No - 88.40% / 602 respondents  
Prefer not to say - 0.44% / 3 respondents

## Type of Organisation

0% 20% 40% 60% 80% 100%



### National Governing Body

Yes - 13.66% / 59 respondents  
No - 85.65% / 370 respondents  
Prefer not to say - 0.69% / 3 respondents



### Active Partnership

Yes - 11.03% / 32 respondents  
No - 88.62% / 257 respondents  
Prefer not to say - 0.34% / 1 respondents



### Other

Yes - 11.48% / 7 respondents  
No - 88.52% / 54 respondents  
Prefer not to say - 0.00% / 0 respondents



## Age

Question Asked: Please select your age bracket

Total respondents 821  
Declined to answer 101

16-25:	0.97% / 8 respondents
26-35:	6.70% / 55 respondents
36-45:	19.24% / 158 respondents
46-55:	33.74% / 277 respondents
Over 55:	38.61% / 317 respondents
Prefer not to say:	0.73% / 6 respondents

## Sexual / Romantic Orientation

Question Asked: How would you describe your sexual/romantic orientation?

Total respondents 819  
Declined to answer 103

Hetrosexual/straight	92.92% / 761 respondents
Homosexual/gay/lesbian	3.54% / 29 respondents
Bisexual	0.49% / 4 respondents
Asexual	0.12% / 1 respondent
Prefer not to say	2.93% / 24 respondents

## Education

Question Asked: Please select your educational background (secondary)

Total respondents 802  
Declined to answer 120

State Maintained	70.45% / 565 respondents
Private	22.07% / 177 respondents
Other (International)	3.99% / 32 respondents
Prefer not to say	3.49% / 28 respondents



# 05 — Respondents

Survey responses were received from members of the following organisations:

- Access Sport
- Active Black Country
- Active Cheshire
- Active Cumbria
- Active Devon
- Active Dorset
- Active Essex
- Active Gloucestershire
- Active Herefordshire & Worcestershire
- Active Humber
- Active Lancashire
- Active Lincolnshire
- Active Norfolk
- Active Oxfordshire
- Active Partnerships
- Active Suffolk
- Active Surrey
- Active Sussex
- Activity Alliance, English Federation of Disability Sport
- afPE
- Angling Trust
- Association of College Sport
- BAC
- Badminton England
- Baseball Softball UK
- Boccia England
- British Badminton
- British Blind Sport
- British Curling
- British Cycling
- British Equestrian
- British Fencing
- British Gymnastics
- British Judo
- British Mountaineering Council
- British Orienteering
- British Para Table Tennis
- British Paralympic Association
- British Rowing
- British Shooting
- British Surfing
- British Swimming
- British Taekwondo Council
- British Triathlon
- British Universities and Colleges Sports Association
- British Water Ski and Wakeboard
- British Weightlifting
- British Wrestling
- Chance to Shine
- CIMSPA, Chartered Institute for the Management of Sport and Physical Activity
- Commonwealth Games England
- Cornwall Sports Partnership
- County Durham Sport
- CP Sport
- Dame Kelly Homes Legacy Trust
- Dwarf Sports UK
- Energise Me (Hampshire & IoW)
- Energize Shropshire Telford & Wrekin
- England Athletics
- England and Wales Cricket Board
- England Boxing
- England Golf
- England Handball
- England Hockey
- England Lacrosse
- England Netball
- England Squash
- English Institute of Sport
- Exercise Movement and Dance
- Football Association
- GB Basketball
- GB Boxing
- GB Takewondo
- GB Hockey
- GB Snowsport
- GB Volleyball
- GB Wheelchair Basketball
- GB Wheelchair Rugby
- Goalball
- Get Berkshire Active
- Greater Sport (Manchester)
- Herts Sports Partnership
- Kent Sport
- Lawn Tennis Association
- Leicestershire & Rutland Sport
- Limbpower
- Living Sport (Cambridgeshire & Peterborough)
- London Sport
- London Youth Games
- MSP (Merseyside)
- North Yorkshire Sport
- Northamptonshire
- Pentathlon GB
- Rise North East (Prev.Tyne & Wear / Northumberland Sport)
- Rounders England
- Royal Yachting Association
- Rugby Football League
- Skateboard England
- Snowsport England
- Somerset Activity and Sports
- Football Association
- GB Boxing
- GB Takewondo
- GB Hockey
- GB Snowsport
- GB Volleyball
- GB Wheelchair Basketball
- GB Wheelchair Rugby
- Goalball
- Get Berkshire Active
- Greater Sport (Manchester)
- Herts Sports Partnership
- Kent Sport
- Lawn Tennis Association
- Leicestershire & Rutland Sport
- Limbpower
- Living Sport (Cambridgeshire & Peterborough)
- London Sport
- London Youth Games
- MSP (Merseyside)
- North Yorkshire Sport
- Northamptonshire
- Pentathlon GB
- Rise North East (Prev.Tyne & Wear / Northumberland Sport)



